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TEAMSTER **CONVOY** **DISPATCH**

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VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

March 1994 #130

Strike Victory Turns to Struggle on Job

So much cow manure is flowing from management and certain old guard officials that it needs to be proudly stated: **our strike at UPS on February 7 was a union victory!** It was a victory for UPS Teamsters, and for all Teamsters.

The freight employers have admitted the strike sent a scare through them. Donald Rockwell, a freight analyst with Merrill Lynch, said he was optimistic before the strike that freight companies would get a good deal from the Teamsters. "They look pretty aggressive, don't they? I thought the Teamsters would be more willing to work with the companies. Now I'm a little more skeptical."

"They look pretty aggressive, don't they? I thought the Teamsters would be more willing to work with the (freight) companies. Now I'm a little more skeptical."

The challenge now is to move to a solidarity campaign on the sort lines, trailers and package cars of UPS. The language of the agreement signed as a result of the strike gives us considerable power, but only if we enforce it (see page 4).

That language includes: "Until a negotiated settlement is reached, UPS agrees that no bargaining unit member will be required to handle any package over 70 pounds in weight (up to a maximum of 150 pounds) without the assistance of another bargaining unit

employee. Such employees will also be provided appropriate lifting devices."

The strike was a bold step, and a controversial one. Ron Carey and Mario Perrucci took that step after careful consideration. They put the members' health and safety ahead of corporate greed or a court injunction. And with membership support, they pulled it off.

The Strike Issue

The issue in the strike was the unilateral change in working conditions by UPS, going from a 70 pound limit to a 150 pound limit. UPS wanted to move into LTL freight without setting up a proper freight operation, expecting workers to lug 150 pound packages.

The union demanded bargaining, but the company would only meet to "clarify" its position. On Feb. 7, the day the new work rules went into effect, the Teamsters struck.

It was a major test of strength. The company directed supervision to call each and every Teamster, some 170,000, over the weekend prior to the strike to tell them they would be fired if they struck. They cited a court injunction against the strike handed down on Feb. 4. They served that injunction on local officers and many stewards, from coast to coast, as a scare tactic.

Unfortunately, the company had assistants. Many old guard officials, such as R.V. Durham, organized over the weekend prior to the strike to bust it. They ordered members in their locals to work and then proceeded to isolate

a number of good locals that wanted to strike, and pressured them to work. As a result, while locals struck from Miami to Boston to Seattle to Houston, others worked during the strike.

In every single local that heeded the strike call, the members went out, despite company threats. Some members were "fired" on the picket line up to three times during the day, but held strong. TDUsers were organizing to spread the strike for the next day, when more locals were prepared to walk out. The strike was building.

The pressure on the company worked. After one day they signed the agreement, which provides for good-faith bargaining on the issue, and for an interim agreement with the strong language requiring two Teamsters for over-70 pound packages. The agreement further protects every Teamster who struck from any discipline, and every local union as well. It also provided for no fines on the International. However, UPS reserved the right to sue the International, claiming it was an illegal strike.

UPS CEO Oz Nelson sent a four-

MUTINY
ON THE



BROWNIE!!

FEB. 7, 1994

page letter to every UPS Teamster trying to claim victory in the battle. And they have got their word out well to the press in some areas, aided by certain Teamster officials who have openly sided with the company in the

continued on page 8

Anheuser Busch Contract Rejected

Teamsters at Anheuser Busch voted down their national contract proposal by over 95%.

See page 9.



**PRESERVING
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For a look behind the dues referendum, see page 7.

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UNION SOLIDARITY

Conference Draws Activists From 39 Unions

Minnesota TDU Members Building Union Solidarity

Nearly 500 union activists and labor supporters attended a two-day solidarity conference in St. Paul, Minn., Jan. 28-29, where they heard an array of prominent speakers address the issue of fighting back—from the shop floor to the nation's capital.

The conference was coordinated by an organization of labor activists called the Meeting the Challenge Committee and was cosponsored by many unions and trade union organizations in Minneapolis-St. Paul, and by the Minnesota Chapter of TDU.

"Our TDU chapter is one of the driving forces behind the Meeting the Challenge Committee," said Rick Sather, a Local 638 driver steward at the *Minneapolis Star and Tribune*. "We've helped form a coalition among dozens of unions in the state—it's our think tank and activist network."

The conference drew activists from 39 unions and 15 states, with a large majority from the upper Midwest. Many of these activists from other unions share TDU's fight-back attitude and commitment to union democracy. "Other unions that we're working with in this committee are taking a lot of direction and strategy back to their locals and workplaces from what we're building in the Teamsters with TDU," explained Sather. "One group told how after last year's conference on team concept, they were able to return to their

workplace and beat back the employer's program."

Several guest speakers discussed the role of the Reich Commission appointed by President Clinton. Professor Peter Rachleff, a labor historian at Macalester College, and Greg Pofert, a national business agent of the American Postal Workers Union, pointed out how the commission was working to undermine unions through the spread of employee-involvement committees. Journalist Alexander Cockburn, a syndicated columnist, described how Clinton's hostility for labor's rights through his support for NAFTA is nothing new; it goes back to his history as an anti-union governor in Arkansas.

Other prominent speakers included Elaine Bernard, head of the labor studies program at Harvard University; Tony Mazzochi, former vice president of the Oil, Chemical and Atomic Workers Union; Amy Newell, vice president of the United Electrical Workers; and Jerry Tucker, a leader of the New Directions movement in the UAW.

Chavez Anti-Scab Bill Heads for Congress

Once again in this session of Congress, labor's number one goal is the Cesar Chavez Workplace Fairness Act (S 55), the bill against permanent replacement of strikers. The anti-scab bill is named for the founder and president of the United Farm Workers of America, who died last year.

The bill passed the House last year and is expected to pass again this term. The problem is in the U.S. Senate, where a filibuster can delay a majority vote.

Other labor reform bills that have been introduced in the Senate by Paul Simon of Illinois include:

- set a maximum of 30 days for the NLRB to issue a decision in unlawful discharge cases (S 1528);
- require union representation (organizing) elections to be held within 30 days after a union turns in cards signed by 60% of the unit (S 1529);
- require employers to give "equal

time" to unions when employers talk about the union at the workplace (S 1532).

Reform bills introduced in the House include:

- union certification (organizing) would become automatic if 75% of workers sign union authorization cards (HR 689, introduced by Major Owens, N.Y.);
- William Clay of Missouri has introduced HR 114, to discourage the double-breasting shell game in construction; it would redefine "single employer" to include two or more business entities with substantial common ownership or control.



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How to Contact TDU

We want to hear from you. Contact us at the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1993 for one year. Our Rank & File Convention had nearly 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

TDU International Steering Committee

Co-Chairs:

Dan Campbell, Milwaukee Local 344
Joe Fahey, Watsonville, Calif., Local 912
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Frieda Burgan, Phoenix Local 104
Debra McBride, Charlotte, N.C., Local 71
Gordy Teller, Seattle Local 741

Members:

Bilal Chaka, Long Beach, Calif., Local 692
Chuck Crawley, Houston Local 988
Patricia Franks, Allentown, Pa., Local 773
Gillian Furst, Minneapolis Local 1145
Tom Rose, Cleveland Local 507
Michael Ruscigno, New York Local 138
Sally Smith, Los Angeles Local 896

Alternates:

Don Riccio, Reading, Pa., Local 429
James Jacob, New Bedford, Mass., Local 251
Mike Hadden, St. Louis Local 604

FREIGHT NEWS

Freight Employers Get the Message

Teamsters Are Ready to Fight for Their Future

Paul B. Schlesinger, a trucking industry analyst with Donaldson, Lufkin & Jenrette, stated in *Transport Topics*, that freight employers, "certainly can't take this (UPS strike) as an encouraging sign." Schlesinger added that "the union obviously is not seeing things

through the same prism as management." This should come to no surprise to anyone who knows what the employers' contract proposals are compared to the union's bargaining goals. Funny how they never complained like this when R.V. "Scab"

Durham was the freight director. Durham and his friends in Teamsters First ordered members to work during the Feb. 7 strike at UPS.

Will the officers in Teamsters First do that again if freight members are forced to put it on the line to save the NMFA?

NMFA Bargaining Slow

Reports indicate that progress is slow on NMFA bargaining, and the employers are not yet feeling the pressure of a deadline. This is true for national and supplemental bargaining.

TMI Proposes New Railing Language

In mid-February, the employers put a proposal on the table for a new article titled "Intermodal Service." In these proposals we get to see what the employers really mean when they call for "flexibility" in the use of rails. Their proposal calls for the indiscriminate use of rails, the ability to eliminate thousands of road jobs and the option to force changes of operations without any real union input or protections.

The employers are spending a lot of time and money to bring their demand for concessions directly to the rank and file. The Big Three have sent out numerous video tapes, audio cassettes and letters trying to convince us that the only way to save our jobs is to sign a contract that will destroy them.

It's time to turn up the heat, and our message must be clear. Some locals are holding all-day open house events near freight terminals to inform members on bargaining and handing out freight solidarity pins, buttons and hats to let the employers know that we stand behind the demands of our union. If your local isn't organizing, ask that they get going. And contact TDU for help on rank and file contract organizing.

Right to Vote On 28 Supplements

Freight Teamsters, for the first time ever, will have the right to vote on supplements as well as the master contract. The national committee, at the urging of Ron Carey and Freight Director Dennis Skelton, has approved voting on 28 separate supplements. This means, for example, that Teamsters in the Western and Southern Conferences will vote on separate city, road, office and garage supplements. In the Central, city and road and Michigan office will vote separately. In the East, there are a number of supplements.

Some union officials had argued for consolidating the voting into a smaller

number of voting groups; for example, city and road in the Central Conference or West or South would have voted together. Carey and Skelton went with the historical, actually existing supplements as the proper units. TDU fully supports this stand.

The employer negotiators expressed their hostility toward our democratic right to vote, after the union committee informed them about it. Remember that the next time they tell you how they want your input.

TDU promoted and sponsored the amendment to our IBT Constitution, which we won in 1991, which gives us this added right to vote.

Freight Lines

DOT Mandates Alcohol Testing.

New rules covering alcohol testing for commercial drivers were announced by Secretary of Transportation Federico Peña at a Feb. 3 press conference. Alcohol testing for interstate and intrastate drivers is set to begin next year for companies with 50 or more employees. Alcohol screening will include pre-employment, reasonable suspicion, post-accident and random tests. Random alcohol tests will be the employers' responsibility. The DOT rejected a call to have the random tests conducted by enforcement officers during roadside inspections. The random test rate for alcohol is set at 25% of a carrier's employees per year. Random drug test rates remain at 50% of the eligible pool. Alcohol testing must be done with a certified breath-testing device, by trained technicians. Only high-tech, evidentiary breath-testing devices may be used to confirm a positive. The DOT is still looking at blood tests for confirming positive breath tests, but this is not yet in the current rules.

Family and Medical Leave Act in Effect.

On Feb. 5, 1994, Trucking Management Inc. (TMI) implemented an interim policy covering the Family and Medical Leave Act of 1993, (FMLA). The Teamsters national negotiating committee rejected TMI's proposal because it lacks protection for existing contract rights and lacks necessary improvements to the current law. The union and TMI will continue to bargain over a permanent policy during the course of NMFA negotiations.

The interim FMLA policy applies to all employees who have worked 1,250 hours in the past 12 months. Under the law, employees are entitled to a total of 12 weeks unpaid leave with health insurance coverage in cases of birth or adoption of a child, care for a spouse, child or parent due to a serious health condition, or a serious health condition of the employee. The FMLA also invalidates parts of many employers' absenteeism policies. For a summary on the aspect of the law, contact TDU.

How to 'Deal' with Roadway at Contract Time.

On Feb. 17 Roadway held a division meeting to instruct management on "how we will effectively deal with an unmotivated, preoccupied work force prior to April 1 and in the event we are working without a contract after April 1." If they had simply asked us for our ideas we could have told them that the only way to "effectively deal" with us is to bargain in good faith with our union.

Wintz Takes Another LTL.

George Wintz, the vulture of the trucking industry, has struck again. Wintz targets failing regional LTL carriers and cherry picks the choicest parts of the operation and leaves the rest for the liquidators. Wintz has shown a disregard for Teamster contracts of carriers that he has acquired like Elfink and Century-OK, which are both still unionized carriers. In the latest acquisition, Wintz picked up part of the LTL business of Merchants Truck Lines of New Albany, Miss. Wintz will continue operations of this non-union regional LTL carrier in Mississippi, Louisiana and Memphis.

Teamsters Sue Midwest Motor Express.

The International has filed suit against Midwest Motor Express, charging that the regional carrier embezzled \$7.6 million from its employees when it won wage and benefit concessions in 1986 and 1988. Management claimed that the concessions were necessary for the company to survive. Instead of using the money to buy new equipment and modernize operations, management gave themselves \$30,000 raises and bought equipment for a non-union subsidiary, Midnite Motor Express. In 1991, the company refused to negotiate a new contract and the 170 Teamsters struck. The company permanently replaced the strikers and is now initiating a decertification vote. The union's lawsuit charges violations of the Racketeer Influenced and Corrupt Organization Act (RICO) and seeks \$22 million—the triple damages awarded in RICO cases.

Teamster Rank & File Steward's Manual

A valuable guide with special emphasis on building unity at the workplace and in the union.

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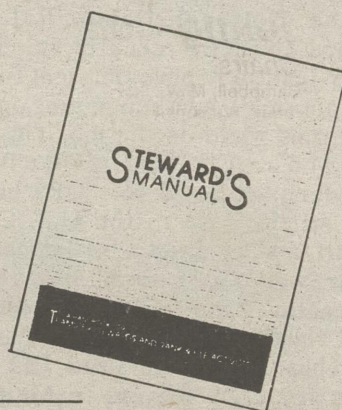
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UNITED PARCEL SERVICE

Demand That UPS 'Settle for Safety!'

UPS management doesn't get it, and we can't expect them to. The strike was necessary to win respect, regain some bargaining power and give them a wake-up call. Now we need to take the strike solidarity and move it to the shop floor. As negotiations continue, we need to keep the pressure on management to "Settle for Safety!"

Right after the strike a four-page *Letter from Oz* arrived in our mail boxes. CEO Oz Nelson claimed he can't figure what all the commotion was about. This is the same man who writes, "we put together a training program covering special procedures and the use of special handling aids which we believe is the best in the industry."

Oz and the rest of management would like to frame the issue as though our union is trying to stop UPS from matching the services of its competitors. False. They can offer their service but they must bargain in good faith, and that includes true regard for our safety and health, in writing.

The temporary agreement is important so we can protect our job security while good-faith bargaining continues.

A job-risking injury can happen to you. The IBT is already compiling reports from UPSers injured since our strike. At a press conference on Feb. 22, some UPS Teamsters spoke about their injuries and Ron Carey announced that the union will file OSHA complaints against UPS.

Negotiations between the IBT and UPS on overweight packages began Feb. 16-17 and resumed Feb. 23 as *Convoy Dispatch* went to press. Supporting the temporary agreement is the best thing you can do to strengthen our union in those negotiations.

What Are Our Rights?

Our package handling rights were spelled out in the temporary agreement of Feb. 7 and in a subsequent TITAN message sent by Carey and Mario Perrucci to all UPS local unions.

The temporary agreement states, in part, that good-faith bargaining will begin and: "Until a negotiated settlement is reached, UPS agrees that no bargaining unit member will be required to handle any package over 70 pounds in weight (up to a maximum of

150 pounds) without the assistance of another bargaining unit employee. Such employees will also be provided appropriate lifting devices."

The TITAN message reaffirmed our rights and stated, in part: "We have had reports that managers have harassed and threatened employees who have requested assistance and lifting devices. ... This is unacceptable. ... Our members have a right to insist on assistance of another Teamster worker and appropriate lifting devices when handling packages over 70 pounds, and to refuse to handle those packages if the assistance and lifting devices are not provided. ... Lifting over-70 pound packages creates an imminent danger to our members. That's why the agreement provides that they cannot be required to 'lift now and grieve later.'"

The IBT has requested that local unions report all grievances, incidents and injuries related to over-70s directly to the IBT, to be used in support of bargaining. Disciplinary cases would be especially important to bring to the IBT's attention immediately.

Drivers need to cover themselves by checking their preload in the morning and warning management that assistance will be needed later in the day for any over-70s. They should also call in to remind management before that delivery. Over-70 pickups should be called in and bargaining unit assistance requested. All rights apply to inside workers too. If help is denied, you have the right to refuse.

What Are Violations?

Violations by management of the temporary agreement include, but are not limited to:

- (1) harassment for requesting assistance, or failure to provide assistance;
- (2) management orders you to seek customer assistance;
- (3) a supervisor assists, not a bargaining unit member;
- (4) an over-70 is not properly labeled;
- (5) management fails to provide ap-

propriate lifting devices (even with these devices, assistance should always be requested); (6) discipline, such as for properly refusing to handle over-70s without help, or injuries resulting from handling over-70s.

Some centers are racking up the grievances and incident reports so rapidly that it may be advisable for stewards and BAs to combine the routine ones into group grievances over the course of days, and within your supplement's time limits.

Sample Grievances

It's important for members, stewards or BAs to write their grievances to include violations of master contract articles in addition to any supplemental language that may be violated. This is especially true in discharges. New master language in Article 8, Section 3 allows the national committee to review and reverse lower-panel decisions that "erroneously" interpret master language.

A typical grievance might read:

The company violated the agreement, including Articles 18, 37 and the temporary agreement on overweight packages and all other applicable articles by harassing and coercing me to (handle/pick up/or deliver) an overweight package without bargaining unit assistance. I request that the harassment and coercion stop immedi-

continued on page 8

'The Tightest Ship ... UPS Exposé'

TDU member Charlie Kane has done what many of us would like to do—put down in writing our experiences working for "Big Brown." Brother Kane worked for UPS for 25 years. In his 248-page book, he talks about the changes the company has gone through in the past decades, life as a package car driver and the many co-workers he has worked with over the years. It's a fascinating read. Order from TDU, \$8.95 per copy.

NLRB: Teamsters Have Right to Wear Union Pins on Uniforms

The National Labor Relations Board (NLRB) recently ruled that UPS Teamsters have the right to wear certain small, neat union pins on their uniforms while on the job. This right was won in a case filed by Mike Brewer of Memphis Local 667. UPS has appealed the case to the U.S. Circuit Court, and we await a final decision.

Brewer was one of our reform delegates to the 1991 IBT Convention in Orlando, Fla., and while there he purchased 50 dime-sized IBT lapel pins for UPS drivers in Memphis. Management ordered the drivers to stop wearing them, citing Article 4 of the UPS contract, which protects the right of stewards to wear pins. Brewer continued to wear his pin, and got a warning letter.

The NLRB has now ruled for Brewer and for all UPS Teamsters. "It feels

good, after years of being involved in the union, to be part of winning a precedent-setting case," said Brewer.

The Board reasoned that although it is true that an employer may prohibit uniformed employees who have contact with the public from wearing union insignia, the Board considers the appearance and message of the insignia to determine whether it reasonably may interfere with the employer's public image.

The Board's decision noted that the pin is "small, neat, inconspicuous, and free of any provocative message or language." And the Board noted that Memphis drivers were permitted to wear United Way, million mile pins and pins in support of Desert Storm.

The decision should also apply to small, neat TDU lapel pins on uniforms.

UPS & Downs

Hey, Thanks, IE!

Always looking to make our lives richer (and more productive!), the computer geeks in Industrial Engineering have determined that we will get an allowance of .75 minutes for each delivery tally (Special Count A) and each pick-up tally (Special Count B) of 71-150 pound packages. Our union does not recognize production standards—or robots—and production harassment is an Article 37 grievance. Work safe, work smart!

Workshop for BAs on New Contract.

The IBT will sponsor a weeklong workshop on the new contract for BAs and local officials in late March, at Palm Springs, Calif.

UPS Reports Higher Revenues and Profits.

Revenues and profits for the third quarter and first nine months of 1993 were higher than for the same periods during 1992, according to ICC reports. Comparison of the 1993 and '92 third quarters ending Sept. 30 showed revenues increasing 7% to \$4.39 billion from \$4.1 billion, operating profits rising 20.7% to \$373.2 million from \$309.3 million, and an operating ratio of 91.5% from 92.5%. Comparison of the nine-month periods showed revenues increasing 7% to \$12.94 billion from \$12.09 billion, operating profits rising 9.2% to \$983.3 million from \$900.5 million, and an operating ratio of 92.4% from 92.6%.

Loss Prevention and 'The Bomb.'

In December, loss prevention in Tracy, Calif., "thunk up" a bungling security-guard script worthy of Buster Keaton, The Three Stooges, The Marx Brothers, or any number of other fools. According to *The Sacramento Bee*: "UPS officials somehow lost track of a small, battery-powered, electrical alarm device hidden in a package they were using to track a crook on staff. ... The package, which was supposed to have contained an 18-inch string of pearls, was accidentally delivered to a jewelry store." When the owner opened the package, "instead of a necklace he found a device that looked very much like a homemade bomb. And when he opened the box it started ticking." The owner "put the package outside his store and called the police. They called the bomb squad, which evacuated the downtown area of the San Joaquin County city and finally blew up the package two hours later. ... Tracy's police chief and UPS officials told (the owner) that the high-pitched sound the package had made was actually an alarm meant to alert UPS supervisors that the package had been tampered with."

On the Line in Georgia

'Our Finest Hour'

Butch Traylor
Local 728 steward, UPS
Valdosta, Ga.

Over 200 years ago during the darkest days of the war for American Independence, Benjamin Franklin admonished the patriots to hang together or we shall surely hang separately. These words were just as true Feb. 7, 1994, as they were over two centuries before as we stood together—Teamsters ... brothers and sisters—pulling together to make a difference right here in Valdosta, Ga.

As the sun began to break through a hazy fog, the roll was called on the first-ever picket line at Valdosta UPS. One hundred percent of the drivers stood shoulder to shoulder while management announced we were all fired. NO ONE MOVED.

Nine o'clock came and a second time the center manager announced that all strikers were in violation of the collective bargaining agreement and were once again fired. After this threat was made the threat of being arrested was announced. But instead of bringing warrants for our arrest, the arriving officer was armed with an application for public assembly. Within minutes the proper paperwork was signed and the pickets went back up.

Management began to show signs of frustration and fired all of us for a third time. After this firing came the threat that U.S. marshals were on their way to arrest us for violating a court order.

The media arrived at 10:15 a.m. Local and regional papers covered the strike along with the local CBS affiliates. Our members presented themselves articulately and with dignity, honor and passion. Local management refused interviews and ran for cover referring all questions to the district office. At noon the video of Valdosta strikers was picked up by the CBS national network feed.

Family members and customers began to come by and lend their support. South Georgia Labor Council

(AFL-CIO) President Linda Ray pledged support. The public showed overwhelming disapproval of management's insensitivity to the unsafe working conditions at issue.

U.S. Marshals Arrive

The mood quickly changed at 5 p.m. A wave of uncertainty swept over the crowd when news came that a U.S. marshal's van had been seen down the street.

At this moment our brother, Hubert Davis, stepped forward to say, "I've been to jail before simply for the color of my skin. I am not afraid to go today!" Resolve and courage replaced fear as the men and women now watched the red BMW driven by a member of management lead the van into the parking lot.

As the marshals exited the van and approached the picket line their first statement was, "We are not here to take sides in this dispute." One marshal read a temporary restraining order to the crowd of Teamsters and supporters. We were asked to comply with the court order. Since the IBT had won the settlement by then we were happy to oblige. The marshals treated us with dignity and respect, much to the dismay of management, and expressed surprise at the many threats of our arrest. We watched as a now red-faced supervisor searched for a rock to crawl under.

The mood began to lift as the marshals shook our hands and the pickets came down. While packing up we thought back on the events of the day. Feb. 7, 1994, may very well go down as the day of OUR FINEST HOUR. It was fitting that history was made the same week 57 years ago when UAW members conducted a sitdown strike to win recognition of their union at GM. We can all be proud that for once, in Valdosta and elsewhere across the nation, we took a stand for the working men and women that this union was created to serve. ... AND WON!

Life on the Line

Some reports from those on the front lines.

Wisconsin Local 344. An injury to one, solidarity for all. ... In the outlying center of Marinette, John Minor came to work, found out the union was on strike, and walked out to the parking lot. He stood there by himself, on strike, without a picket sign, as his fellow drivers pulled out in their package cars and passed him by. It was the right thing to do, "I'm a union man," he says. In Oshkosh on Monday morning members were in the building deciding what to do. A supervisor made a wisecrack, such as, "If you're striking you can't stay in the building." So steward Scott Geiger went straight to the door and everybody followed him. In Sheboygan, members were organized with ice-fishing shanties, where they stayed warm and cooked bratwurst. Also in Sheboygan, since the strike, part-timers are shutting down the belt when overweight packages start coming, so two Teamsters can handle them.

Seattle Local 174. UPSers at the Redmond hub and a BA were holding a rally leading up to the 8 a.m. strike. Center manager Joe Leonardi came out to hand out copies of the TRO, and was walking around shaking hands. After the union rally Leonardi said, "Now that you've heard the union crap, let's go to work, we've got trucks to move!" But the UPSers and BA Tim Allen quickly began to chant, "No way, not today ... no way, not today!" With no followers, Leonardi shrugged his shoulders and walked into the building alone. Also ... In UPS's training video an actress handles those "heavy," styrofoam-filled packages. The real-life version was captured by Seattle's CBS affiliate the day of the strike. The videotape shows a woman supervisor wrestling a huge load of packages up an incline with a hand truck. She can't quite make it up, so a customer gives her a shove that causes her to lose her balance and stumble. Work safely and call for experienced, Teamster help.

Georgia-Florida Locals 79, 385, 512, 728, 769. Teamsters in these "right to work" states showed what they're made of. The leadership of all five Georgia-Florida locals and the overwhelming majority of members supported the strike. In southeast Florida since the strike, UPS Teamsters report that the ramps used for loading and unloading overweight packages are faulty; one bent under the weight of an overweight package and another collapsed.

New Orleans, Local 270. At the New Orleans hub 200 strikers assembled, even after management informed them that "this is an illegal strike." Nobody made a move. "It was incredible," says feeder driver Raymond Cordes. "This made me proud to be a Teamster." UPS claims it didn't expect problems in the system yet according to Cordes, "We are seeing packages backing up. In fact, 262 overweight packages sat in the loading area and couldn't be loaded on trailers in time for them to leave the dock at 3 a.m. Management ordered the doors closed at 3:40, packages just sat there and partially loaded trailers pulled out. This has never happened before. We all want to thank Ron Carey and Local 270 for putting us first and packages second!"

Houston Local 988. UPSers stood tough against threats to fire strikers. "It was a beautiful sight when I pulled up to the Stafford Center and saw my fellow workers picketing," says feeder driver Hank Steger. "I parked my truck, pulled my radio and joined them proudly on the line." Some 1,000 Teamsters at the Stafford and Mykawa Centers and Sweetwater Hub chose to handle picket signs instead of packages. "It's about enforcement now," says Steger. "Don't lift it without another bargaining unit worker."

Watsonville, Calif, Local 912. On the Tuesday after the Monday strike, management threatened to fire members at the Santa Cruz building who refused to handle or pick up over-70 pound packages without bargaining unit help. But the members refused anyway. Realizing the members were solid, the next day management handed out a written "pickup plan" to cover overweight pickups with another Teamster. Since then, Teamsters who request bargaining unit help seem to be getting it.

Albuquerque Local 492. "I sent out the TDU flyers to stewards," says package steward Bob McDonald of Local 492. "The word is getting out but the company says, 'We don't interpret the agreement the way the union does.' Here's what we're up against: we all want to keep our customers happy. But I'm telling drivers to explain to our customers that we've got to call for help; I'm saying, 60,000 Teamsters went out on strike to get that agreement, don't ignore it, use it."

Springfield, Mass., Local 404. Although Local 404 was one of the few locals in the Northeast not to support the strike, rank-and-file inside employees are stopping the belt to enforce the temporary agreement. "Half of the overweight packages don't have the little stickers on them," says full-time preloader Jerry Gaimari. "We've got a copy of the temporary agreement posted on the employee bulletin board. If they want the overweight taken off the belt, we won't do it without the help of another Teamster. Sometimes we have to stop the belt to do that."

Roanoke, Va., Local 171. Teamsters in Roanoke are collecting copies of the four-page *Letter from Oz* and are sending them back to corporate headquarters in Atlanta. Hmmm. ...

Remember the '94 Strike!

MUTINY ON THE BROWNIE!

Now you can wear a T-shirt commemorating the day the galley slaves rebelled against the tightest ship. Too bad, Captain Bligh!

The T-shirts can be ordered for \$10.50 for L or XL or \$11.50 for XXL, plus \$3 per shirt for shipping from:

BCS
6017 Pine Ridge Rd.,
Suite 200
Naples, FL 33999.

(Project of a UPS Teamster.)



Injunctions and the Labor Movement

Peter Rachleff

The American labor movement has always faced an uphill battle. Activists have struggled to unite workers across racial, ethnic and gender lines. They have faced well-heeled employers, willing to use down and dirty tactics. They have seen their efforts undermined by a corporate-dominated mass media. And, in many crucial situations, just when unionists appeared to have overcome these obstacles, management trotted out its trump card—an injunction speedily granted by a friendly judge.

But management has not always won, even with injunctions. Some of the greatest chapters in American labor history have been written by unionists who stood up to unjust injunctions.

The Role of Injunctions

It is important to recognize that employers turn to injunctions as a weapon of last resort. They would prefer to handle their labor conflicts more directly and out of the glare of the public eye. So when we see an employer seeking an injunction, we should realize that this is a sign of the strength of the union involved. The employer is admitting that he cannot defeat the union in a head-to-head battle.

At the same time, we must also recognize how powerful a tool injunctions can be. They can be backed up with contempt citations, arrests, indefinite jail terms for union leaders,

and fines.

It is disappointing in a country which so values "rights" and "due process" that the injunction-granting machinery is so little controlled by laws, rules and protections. There are laws which are supposed to protect our rights when employers seek injunctions against our union actions. But in reality they have not limited judges' freedom to hand out injunctions.

The basic process has remained unchanged since the first use of labor injunctions more than a century ago. An employer seeks out a judge—usually one that he can count on—and provides him with affidavits which claim that the union's actions threaten "irreparable harm" to his business. The judge then grants a "restraining order," an injunction ordering the union to cease its behavior. While the union might appeal, its members are forced back to work in the meantime, losing whatever power advantage they might have had.

Resistance to Injunctions

Key struggles in the history of the labor movement have revolved around resistance to injunctions, with the most prominent labor leaders of their day taking a stand. Despite the punishment threatened, they felt they were fighting for principles of importance to the entire labor movement.

In 1894, Eugene Debs led the American Railway Union in a series of confrontations with the country's most



A scene from the 1934 Minneapolis truckers' strike, which helped build the IBT.

powerful "robber barons." The major showdown came that summer, when a strike begun in the Pullman car shops outside of Chicago spread nationwide.

The Pullman Company sought an injunction against Debs, the ARU, and the strike. They devised a creative argument—that the strike was interfering with the movement of the U.S. mail!

On July 3, 1894, a federal judge issued an injunction ordering the men back to work and forbidding Debs from even communicating with his locals. On the following day—the Fourth of July—federal troops were called out to enforce the order. Debs refused to call off the strike, and a week later he was arrested for contempt and jailed.

He spent the next sixteen months behind bars. The strike was broken and defeated.

But Debs kept the faith and continued to build the labor movement. Upon his release, he told a cheering crowd of 100,000 in Chicago that "corporations know the price of judges, legislators, and public officials as certainly as Armour knows the price of pork and mutton."

As head of the American Federation of Labor in the same era, Sam Gompers was often seen as a conservative alternative to Debs. But, when faced with a labor injunction, he made a similar stand. In 1908, a judge ordered the AFL to call off a national boycott of the Bucks Stove & Range Company. Gompers denounced the injunction for "depriving workers of their rights as citizens by forbidding the exercise of free speech, freedom of the press, freedom of assembly and the right of petition."

The free speech/right to boycott issue raged on for a decade until the Supreme Court ruled in the infamous Danbury hatters' case that rank and file unionists' homes could be seized and auctioned off to pay damages to their employer. Gompers and the AFL then organized a remarkable gesture of solidarity—union members across the country each donated one-hour's wages to a fund to buy back the 140 homes of hatters' union members.

Debs and Gompers were not the only well-known union leaders to face down injunctions. John L. Lewis, the long-time head of the United Mine Workers and the founder of the CIO itself, took on the federal government in November 1946 when his call for a nationwide walk-out was met with a federal injunction.

Despite threats of a contempt citation and heavy fines, Lewis refused to back down. When the government followed up its threats with troops, he answered: "They can't mine coal with bayonets." And he was right. Even though the injunction was upheld by the Supreme Court, the mineworkers' union won its demands.

These are just some of the most famous cases of labor injunctions. In hundreds of cities, on many occasions, local labor leaders and rank and filers

Drawing the Line

Injunction Issue Highlights 2 Visions of Unionism

Ken Paff

TDU Organizer Detroit

The UPS strike has shined a light on the debate over the direction of our union. At issue is the strike called by Ron Carey and the IBT leadership in defiance of a judge's injunction, but behind each view of that strike is a whole vision of unionism.

On one side is a view of business unionism, one that goes along with the corporate program. Violating a court injunction is a big no-no in this vision.

Bill Moore, the president of Local 696 in Topeka Kansas stated that "this local must not, under any circumstances, violate the court order." His pal Phil Young of Kansas City Local 41 said the same thing. Dick Heck, the secretary-treasurer of Minneapolis Local 638 agreed with Dan Darrow of the Ohio Conference that violating a court order would "bring reproach upon this union." R.V. Durham said it would be "totally irresponsible" to strike with an injunction in place.

Of course, any union officer would weigh seriously the consequences of calling a strike in defiance of a court order, as Carey and Mario Perrucci most certainly did. Some local officers declined to join the strike over this serious concern.

But what has become clear now is that Durham, Young, Darrow and others are organizing and campaigning around the issue of never violating an injunction, that to do so would bring

reproach upon our union.

Other Side of Issue

Charlie Teas, the secretary-treasurer of Columbus, Ohio, Local 413, stated the opposite view on this question: "If union officers never violated an injunction, we would not have unions today." He makes a good point.

It is against the law in some 44 states for public school teachers to strike. But sometimes they do strike, and in doing so, have built the largest union in North America and have upgraded their profession. Sometimes they get slapped with injunctions, fines and legal threats. Should we support them, or tell them they bring reproach on labor?

Another issue is the sincerity of old guard officials suddenly so concerned about strict legality. Jack Yager headed the Roy Williams Defense Committee after Williams was busted for racketeering and conspiracy to bribe. Williams later testified that he was in the pay of the mob. R.V. Durham and Dan Darrow dutifully worked on the payroll of Jackie Presser as top flunkies for him, never once criticizing any top official, even when officials were convicted of stealing union funds or taking employer payoffs. Williams and Presser were racketeers and surrounded by crooks, and led to our union being sued under the RICO Act. Heck, Young and Moore find no problem with racketeers, but when our

union strikes over health and safety in defiance of an injunction, they suddenly become very lawful.

Two Stories of Coal Miners

The Pittston Coal strike by the United Mine Workers was considered one of the great labor victories of the past decade, which was a period of retreat for labor. It was a heroic struggle, and featured a number of tactics of peaceful disobedience. In fact, some 4,000 people were arrested during the course of the strike, most for sitting down, picketing and other violations of injunctions. Union officers were arrested, not for scamming a pension fund, but for sitting in the road, their arms linked with miners' widows and members of the clergy. The strike attracted wide support; for example, a strike leader was elected to the Virginia legislature as a write-in candidate. The union won the battle, but is still in court, four years later, battling over fines.

Most unionists consider it a great victory, but not old guard Teamsters. They call it a disgrace; this kind of rank and file action scares the stuffing out of them.

Jack Yager, former head of the Central Conference (now kicked out of office on charges of making sweetheart deals with employers), put out a press release after the UPS strike that stated: "Carey's destructive policies ...

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INSIDE OUR UNION

What Are Real Issues?

Dues Debate: More Heat than Light

The debate over the dues referendum has peaked, with facts, fiction, charges and countercharges flying everywhere. The International union has put out informational materials (and videos) packed with charts and figures, arguing for it. Officials from all four U.S. area conferences, virtually all the joint councils, and most local officials are arguing against. Many of them are basing their material on "Teamster First" stuff, a mixture of fact and fiction.

The old guard officials are confident they will get the proposal voted down, and they may just do that, when the votes are counted on March 21. But they are manipulating a "no new taxes" sentiment and a cynical attitude many members have toward our union.

Whatever the outcome, the referendum vote called by the General Executive Board is historic. It puts power in the hands of the membership, and that is something the old guard can't stand. And with that power comes responsibility to educate ourselves, to look beyond the slogans on all sides. We need to ask, what are the issues in this ongoing debate?

1. Do we want a strong Strike and Defense Fund?

This is a clear-cut issue. Right now our strike fund is paying out about \$34 million per year, and is unfunded. So it will run out of gas soon, without new funding.

Some old guard officials have argued that since a \$2 per month assessment would provide nearly \$34 million a year, that would be the right remedy.

The problem is, that means the strike

fund would limp along on the verge of bankruptcy constantly. It would have no reserves, which could generate interest and become self-funding. (The United Auto Workers fund has some \$900 million in it, generating huge income each year from interest and investment.) And our fund could never support a major strike, only small ones.

So TDU would argue for more than \$2, for \$3 or a little more, to start to gradually build up the fund, and make it a real Strike and Defense Fund worthy of the name. This is what the GEB's proposal provides, on the average, from each member.

There are Teamsters who don't care about the strike fund. ("I've never been on strike, what do I care?") Certain officials are tapping that sentiment.

If the GEB proposal is voted down, we are left with the question: do we want a Strike and Defense Fund, and with what funding?

2. What structure should our union have?

The dues vote has raised a broader issue: do we want an International union that does anything?

Joint Council 7 president Chuck Mack, who ran on the Durham slate in 1991, recently summed up the old guard view in his report to officers in Northern California. He said that before Carey, the International provided a service for officers. When officers couldn't get a contract ratified, and needed to bully the members into it, they could call on the IBT for help. An International rep would do the dirty work.

That's just about what some officials

want out of the International, and little more. In the dues vote debate, they talk about Carey wanting to make the International too powerful. They don't want the IBT to launch corporate campaigns, or coordinate bargaining, or put out contract bulletins to the members, or communicate directly with members. They want to beef up the area conferences, where officials are not elected by the members, to tie the hands of the International.

TDU feels that whoever is the IBT president, a strong International union

Carey vs. Riley, Shea, Cook, Hogan

Debate Over Conferences Rages

Ron Carey wrote a letter on Feb. 3 to the four chairs of the U.S. area conferences in which he called into question not only the actions of the chairmen, but the need for the conferences as presently structured. The letter stung the four millionaires who got it, and heated up the debate over the structure of our union.

Carey's letter was in response to a letter signed by the four conference chairs attacking the dues referendum, and calling for locals to campaign against it.

The strongest part of Carey's letter states:

"You state that the Teamsters Union needs Area Conferences in order to remain strong. I'm not sure that I share your view, and neither do the rank and file members who often ask me questions about this.

"They ask why Teamster members spend \$15 million each year for Conferences that they see as an additional layer of unnecessary bureaucracy.

"They ask how four people who all

is needed. NAFTA is in effect. We live and work in a global, transnational environment. The days of my-local-union-is-all-I-need are long past. Even local unions that primarily have local-based contracts need the kind of research and support that only the International union can provide.

The GEB proposal provides for 18% of dues to go to the International. Presently the average is 15%. Whatever the outcome, the debate over the structure of our union in the

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ran for International Union office in 1991 and all were rejected by the membership can now be serving as policy chairs of our Area Conferences.

"They ask how someone can be a Conference policy chair without ever working a day in a Teamster craft—without ever driving a truck, loading boxes, serving the public, or doing any of the other jobs that hard-working, rank and file members do.

"They ask whether being the son of a union official is really enough qualification to become a Conference chair.

"They ask why someone who has repeatedly tried to block grievance panel reform should be serving as a Conference policy chair.

"They ask how an unelected Conference chair can be making \$329,000 in salary and expenses per year."

Carey then takes on the old guard leaders on the issue of the union financial crisis:

"Regarding the question of who is *continued on page 8*

Old Guard Lose Lawsuits

Referendum Vote Upheld in Court

U.S. District Judge Norma Holloway Johnson on Feb. 18 rejected a motion for an injunction against the IBT dues referendum vote.

Two separate suits were brought by seven old guard officials, six of whom ran unsuccessfully for office in the IBT election of 1991. The four U.S. area conference chairs filed one action. These are Mike Riley, Bill Hogan Jr., Jerry Cook and Walter Shea. A separate suit was filed by T.C. Stone, R.V. Durham, and Jack Mogelson, spokesman for the old guard's "Teamsters First" organization.

They argued that the dues vote was unfair because they did not have access to get their viewpoint out to the members, and that the IBT was campaigning hard for the dues vote. They seemed to forget that all the area conferences and most joint councils and local officials and BAs are in fact campaigning against it, with union funds.

They also claimed the ballot wording was biased, because it states next to the Yes vote box: "to build a stronger union." The judge ruled that "some union members or an outside observer

might choose to present the matter differently," but that it was not unlawful as presented.

They claimed in court that they were seven individual members, acting on their own. However, a leaflet circulated nationwide by them asked local officials to send money to their attorney, James Hicks.

In yet another lawsuit, this one filed in New York, Larry Brennan claimed that it was illegal to have the dues issue decided by membership vote. Judge Edelstein ruled against him on Feb. 17, upholding the dues vote. Brennan, president of Michigan JC 43, was also a defeated candidate in 1991. Interestingly, he did not use his attorney and assistant, James Hoffa Jr., to represent him; it is not clear if Brennan lacks confidence in Hoffa's ability.

It is inspiring to see the old guard millionaires and their attorneys suddenly deciding they support all kinds of new rights derived from the Landrum-Griffin Act. We can only hope they will apply this new-found spirit of democracy in their locals, joint councils and conferences.

Honk If You're Tired of Lies

Have you seen a flyer distributed by certain Teamster officials in your area which states that Ron Carey has raised salaries of top IBT staff? If so, read on.

Certain old guard officials have widely circulated the names of top IBT staff and attached fictitious information about them. In many cases they have printed and mailed these lies at union expense. They have also lied in saying that Carey has raised salaries of IBT staff; in fact, he has lowered the average salary level substantially, and also cut out the cost of living raises from top staff.

Here are a couple of examples. The liars list Matt Witt, communications director of the IBT, as making over \$100,000. TRUTH: Matt Witt is paid \$80,000; he replaced Duke Zeller, who was paid \$144,572 in salary in 1991 for the same post, almost twice as much. (Zeller went to work for the

Republican Party after being let go, for salary unknown.)

The liars tell you Carey pays an assistant as much as \$130,000. TRUTH: no assistant to Carey made any such figure. Bob Muehlenkamp makes \$90,000 salary. But Walter Shea, as executive assistant to the General President in the good old days of 1990, made \$144,894 in salary. In 1992, Shea was paid \$657,279 of your dues dollars from a luxury pension plan and from his salary. The new GEB has eliminated the "Equity Plan" that porked up these millionaires.

We compile salary figures from information on file with the U.S. Department of Labor. Remember, officials who lie to you about this kind of information may also lie to you about your grievances, contract or pension. You have a right to expect the truth from those who work for our union.

Strike Injunction Highlights 2 Views of Unionism

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look like those of the United Mine Workers" which "has been rocked with \$40 and \$50 million judgments for illegal strikes in defiance of court orders," a reference to the Pittston strike. In that same press release, Yager showed his confidence in corporate control of our health: "I doubt a company like UPS would risk its reputation by creating a safety emergency ... no unsafe working condition emergency existed."

A leader of the Pittston strike, Eddie Burke, became Ron Carey's campaign manager and is now an assistant to Carey. The old guard constantly criticize Carey over the appointment of a former leader of the UMWA, which is considered to be among the more progressive, militant unions in this country.

So in the wake of the UPS strike, and amid charges and counter charges

Dues Referendum Debate

continued from page 7

era of a transnational economy will continue.

3. How should we fund our union?

Of course, some Teamsters are voting on the "bottom line" issue: what will it cost me? The GEB's proposal provides for, on average, a \$6.25 increase in dues. (For Teamsters paid higher than average, the increase is greater. For those paid lower, it's lower.) The old guard is counting on this sentiment to vote it down.

There are legitimate concerns about the dues level. Will 2.5 hours dues scare off members in "right to work" states, or in organizing drives? These issues need to be considered.

Some members have suggested getting the money from the locals, but over half of the locals are operating in the red. While some of that may be due to waste, reports from a wide range of reform local officers indicate they are under a fiscal squeeze in trying to take on the challenges unions face. The locals cannot possibly provide the funds needed for a Strike and Defense Fund

Area Conferences Debate

continued from page 7

responsible for the union's financial problems, all of you supported the past top leadership. One of you was Executive Assistant to previous General Presidents going as far back as 1967. Two of you sat on the General Executive Board before I was elected. You campaigned for office on the basis of your 'experience' running the union.

"Now, you don't seem to know anything about how the International Union has gone for 10 years with dues income too low to cover expenses.

"You don't seem to know anything about \$34 million being taken from the Strike Fund in 1989 to cover up those deficits in the International Union General Fund.

"You claim no connection to the failure of the 1991 International Union Convention to fund the \$200 per week strike benefit—a convention where

about mine workers, we see a genuine debate over the future course of our union. On one side are the millionaires who formerly led the IBT. They would never take a risk on a struggle that violated a court order. They would never challenge a corporation in that bold fashion. They believe in the old, comfortable ways our union did business, even when that business included a heavy dose of embezzlement, payoffs and greed.

On the other side stand rank and file activists, some dynamic new Teamster leaders, and the TDU movement. We stand for a more active, grassroots unionism. One that roots out corruption, and works to educate the members. And yes, one that may on occasion violate a court injunction when that injunction puts corporate greed ahead of the health of working people.

That debate will go on, and will be what the 1996 election in the IBT is

and to strengthen our International.

Other members have asked if Carey can find more areas to cut. The new leadership has made serious cuts (jet planes sold, travel coach fare, salaries lowered, Equity Plan ended, etc), and these have saved several million dollars per year. One further area that can be looked at is phasing out the Affiliates Pension Plan, for local officers. The point is, the cuts cannot completely close the gap between income and needs.

The 1996 Convention

These questions will continue to be debated, long after March 21. They will be a part of the debate for the 1996 IBT Convention and election. The old guard can be counted on to come forward with amendments to the IBT Constitution, such as eliminating referendums, or weakening the power of the directly elected International officers. TDU and reform forces will come forward with amendments that put forward our vision. This debate will go on, and the power is ultimately in the members' hands, thanks to the reforms we have won.

15% of the delegates were my supporters and the rest were yours.

"I also don't see anything in your letter about the more than \$40 million our union has had to spend for government supervision as a result of the past General Executive Board's settlement of racketeering charges brought by the U.S. Justice Department," Carey's letter stated.

The old guard, led by the four conference chairs, are going all out to defeat the dues referendum, and they may succeed. Whatever the outcome, they have shown themselves for what they are. And Carey has sent a message of what may happen after the referendum vote.

(For a copy of the letter of the four conference chairs, Carey's response, and Mike Riley's response to Carey, contact TDU. Free to TDU members; others please include a donation.)

about. This struggle is not about Ron Carey, Jimmy Hoffa Jr., or any other individual. It's about a vision for our union and the labor movement.

Injunctions and the Labor Movement

continued from page 6

have been confronted with injunctions. Their experiences, while diverse in their details, have all had the same bottom line: **that only by defying injunctions has the labor movement made any progress at all.**

This July will mark the 60th anniversary of the Minneapolis truckers' strike that broke the back of employer anti-unionism in Minnesota, propelled the Teamsters union into a regional and national force, and served as a turning point for the entire labor movement at a critical point in the Great Depression. Harry DeBoer, a leader of Teamster Local 574, recalled how they ignored the many injunctions local judges handed out to trucking

Which side are you on? If you're on our side, we ask you to join TDU, the movement with the vision. See membership application on page 12.

employers: "Hell, we got served with so many injunctions that we could have papered the walls of union headquarters with them!"

Harry is surely looking down from labor heaven with Debs, Gompers and John L., smiling on Ron Carey and the tens of thousands of Teamsters who bravely stood up to UPS and their friendly judges on Feb. 7. He'd also tell us, though, that, far from the end, this is but a beginning.

— Peter Rachleff teaches labor history at Macalester College in St. Paul, Minn. He has recently written "Hard-Pressed in the Heartland: The Hormel Strike and the Future of the Labor Movement," available in paperback from South End Press.

Strike Victory Turns to Struggle

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media. But the fact is, the union won the round and sent a strong message.

Solidarity Now, Nationwide

Negotiations have begun over the issue. Talks were held in mid-February and resume again Feb. 23-24. The union's goal is to work out an agreement that allows the company to expand its services, but not at the expense of workers' health. The union has proposed the company set up a separate division for heavy parcels, with bid drivers on trucks with lift gates.

But the company will very likely continue to stonewall. Only pressure from the members, using the language of the agreement, will bring them around.

This mobilization in the shop is no easy task, but can be done. Locals that are organizing Save Our Backs (S.O.B.) campaigns report good success in membership participation, and forcing management compliance with the letter of the agreement.

Every Teamster who asks management for the help of another bargaining unit member to handle, pick up or

deliver a 70+ pound package is protecting his or her safety and health and helping to strengthen our union's hand at the bargaining table. Enforcement of the temporary agreement, to the greatest extent possible, is critical. This needs to happen in all locals, regardless of whether or not they struck on Feb. 7. We're all in this struggle together.

Meaning of the Strike

UPS management tried to make a power play. They saw a union besieged with financial and political problems, and they thought they would run over us. Our strike shocked them, and proved them wrong. We regained our respect and some bargaining power. They've had their spin doctors working overtime, with the help of some old guard Teamster officials, to try to downplay what took place.

We know we took a big step and made a little labor history. We also know we've got a long way to go to build our union strength on the shop floor. But milestones like the '94 strike are important building blocks.

UPS: 'Settle for Safety'

continued from page 4

ately and that the company follow the temporary agreement that it signed.

Or, in a disciplinary case:

The company violated the agreement, including Articles 18, 37, the temporary agreement on overweight packages, (the supplement's discharge/suspension article) and all other applicable articles by (discharging/suspending) me for properly refusing to (handle/pick up/deliver) an overweight package. I request immediate reinstatement, that my record be cleared, and that I receive all back pay and benefits, and be made whole in every way.

Of course, these are only samples and actual grievances may vary.

What Else Can We Do?

- Spread the word and support your

brother and sister Teamsters.

- Some local unions are developing Save Our Backs! campaigns (S.O.B.); get involved.
- With the NCAA basketball tournament coming up, known in the media as "March Madness," it's an appropriate time for our own March Madness with efforts in support of our union negotiating team.
- Join TDU today! It's the best way to receive the most up-to-date information about your rights and your union. We need your support so we can keep supporting you (see page 12 for membership application form).

The ongoing negotiations promise to be as difficult as last year's contract negotiations. Let's do our part to get the best possible agreement. Let's make UPS "Settle for Safety!"

Bud Workers 'Just Say NO!'

Company negotiations for Anheuser-Busch have apparently been sampling their product line a bit too freely. Sometimes that makes you mean. Sometimes it makes you stupid. This time it apparently did both.

Despite enormous profitability (almost a billion in profits in 1992), being in the midst of a global brewery-buying spree, and having an ever-increasing market share, the company has approached negotiations in the spirit of Ebenezer Scrooge.

With the Master Agreement scheduled to expire on Feb. 28, A-B offered their Teamster employees an

insulting 5-year deal. On the weekend of Feb. 19-20 the 17 locals representing A-B Teamsters met, discussed, and voted on the company proposal, with the unions' bargaining committee unanimously recommending rejection. The membership responded by rejecting the "slap-in-the-face" proposal by 95.2% (5,659 to 284). They also gave the union strike authorization.

Key elements of the 5 year proposal were:

- A \$1,250 signing bonus in the first year. No hourly wage increase.
- A \$1,000 bonus and \$.25 an hour wage increase in each of the last four years.
- No increase in pension contributions for any of the five years, even in areas where increased contributions are already warranted. This would put A-B Teamsters below scale and therefore ineligible for early retirement options recently won in the Western Conference, Central Conference and other major pension plans.
- A restructuring of the medical package into an inferior low-cost, low-benefit, "managed-care" system under the company's control. Medical coverage under the new A-B plan would suffer, despite the fact that it would only cost this rich company \$.13 an hour to put their employees

into a superior Central States plan.

Sometimes a company's contempt for the union comes through loud and clear, even on minor issues. The union proposed that A-B put "UNION MADE" on their labels just as Miller does. A-B even balked at this, countering with media advertising employees as being valuable corporate assets. Given the difficulties with these negotiations, A-B's complete disrespect of the union, A-B stonewalling in the grievance procedure and even refusal to abide by arbitration decisions many members of the bargaining committee and many more rank and filers feel

uncomfortable being used to sell Budweiser's image.

Whether or not this proposal was a "throwaway" to test the waters remains to be seen. After the resounding rejection of the proposal by the rank and file A-B called for further negotiations in Atlanta which are taking place as *Convoy Dispatch* goes to press. The attitude they bring to these further negotiations will determine whether or not there is to be a major battle with the Teamsters. The message from the rank and file is clear—they have no intention of accepting an inferior contract.

TDU
Rank & File
Convention
Oct. 28-30, 1994
Pheasant Run
Resort &
Convention Center
St. Charles, Ill

Fired SDMI/Safeway Workers Fight Back

In May, 1993, four warehouse workers at the SDMI/Safeway Tracy, Calif., distribution center were fired for being away from their work area three to four minutes at an informal lunchroom meeting of workers from another department who had requested their help in setting up a shop stewards election. At first they were told they would be written up and returned to work. Then they were told they were fired for discussing union business on company time.

They won their appeal at the unemployment office, and later the NLRB deferred their case to the grievance procedure. The company-union panel deadlocked, moving the case to arbitration. When the union told the grievants that there were 50 cases ahead of them, and only two arbitrations a month were being processed, the union's seeming indifference led them to start a campaign to win their jobs back that included organizing the other workers to get real representation.

Seven months later, they finally got an arbitration date. The SDMI lawyer amazingly caught the unions' attorney off guard by alleging that the contract had no "just cause" provision in discipline and discharge cases, and the case was continued to March to allow the union to research the relevant clause. The kicker here is that the contract was imposed by an arbitrator who specified in his introduction to the contract that "just cause" is "part and parcel" of the agreement.

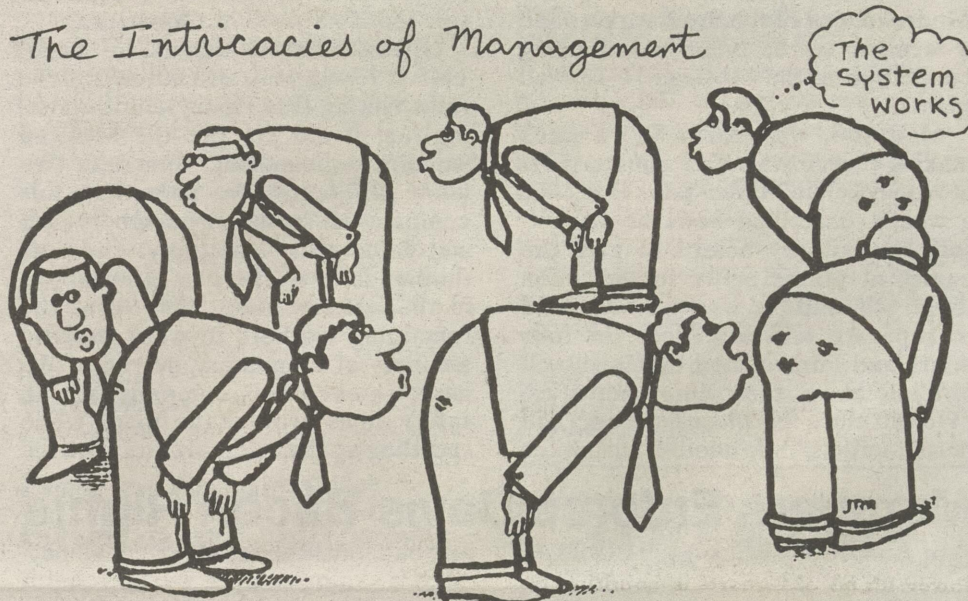
Why Local 853 officials were so shockingly uninformed about the provisions of the contract may be tied to the fact that despite dozens of terminations, none have been arbitrated. So, just getting to arbitration is a victory in Local 853.

Whose Side Are You On?

Their problem with their local union officials is well illustrated by a *Modesto Bee* article which states: "Rome Aloise, leader of Local 853, said the union is pursuing their grievance. But Aloise said after their suspension, the four men lay on the office floor and refused to leave until the police were called. Aloise said the men were fired for insubordination because of that incident."

The grievants deny Aloise's claim and point out that if they had been insubordinate they would not have won their unemployment appeal and the NLRB would have dismissed their unfair labor charge. At the very least Aloise could have refused to comment on the case rather than airing the company's case in the press. That's what the plant's operations director did.

The workers expect an arbitration victory. However, they feel their case would still be on the local's back burner if they hadn't publicized their own case, made a lot of noise, and conducted their own defense efforts with help from friendly reform-minded officers, TDU activists, and shop-floor activity.



Reprinted from the "Teamster Files," rank and file newsletter of Local 638 members at the Minneapolis Star Tribune.

CARHAUL NEWS

Double Breasting on the Run!

Carhaulers have learned from their Teamster brothers in the freight industry about the evils of double breasting. The freight industry is plagued with non-union subsidiaries of unionized companies under a national contract with the Teamsters. As negotiations heat up in freight, carhaulers continue to battle (and win) enforcement of the Article 33 "Work Preservation" clause in our national agreement.

Two important arbitration decisions involving Jack Cooper's attempts to divert work to its newly formed double-breasted company, Vehicle Processing and Distribution Inc. (VDP), have ended in victory for Teamster car-

haulers. In Houston Local 988 an arbitrator ruled that Jack Cooper violated Article 33 by allowing VDP to bid the work at the San Antonio railhead and ordered the company to repay all laid-off Local 988 drivers whose work has been diverted, and continue to pay them for as long as VDP remains operating.

Also, at a San Diego railhead another arbitrator ruled Jack Cooper violated Article 33 by allowing VDP to bid work there and members of Local 63 were awarded back pay. The award is sweetened by the fact that VDP drivers in San Diego voted recently to join the Teamsters!

QAT Contract Update

Carhaulers at Ryder's QAT operations in Spring Hill, Tenn., ratified an agreement that brings the workers under the National Master Automobile Transporters Agreement (NMATA). The agreement provides for full contractual "frozen" rate for all backhauls and allows backhauls out of other Teamster terminals.

Carhaulers at Transportation Unlimited (TU), a leasing company for Ryder's QAT subsidiary, voted to go with Teamsters representation rather than be represented by a "company

union" back in September of last year. A strike forcing recognition was called on November 7th that shut down the traffic at the GM Saturn plant for nearly a week. A tentative agreement was reached and the picket lines came down. QAT guarantees TU that it will not cancel its lease agreement in retaliation for Teamster representation and further guarantees continued employment to drivers should TU's contract be canceled for other reasons and transferred the work to another company.

LOCAL UNION NEWS

Local 1145, Minn., Honeywell

Rally Supports Fired Mexican Workers

The international labor campaign to rehire 31 workers fired for attempting to organize unions at their factories in Mexico continued in the Twin Cities in February.

Some 100 labor activists rallied outside the corporate headquarters of the Honeywell Corp. in Minneapolis to demand they rehire the 20 fired workers at its Chichuahua building controls plant.

Featured speaker was Ofelia Medrano, one of the fired workers and a member of the union coordinating committee at the Mexican Honeywell plant.

Medrano, who earns \$35 a week making thermostats (her counterparts at Honeywell in Minneapolis earn \$460 a week), described how she was offered money by bosses to give the names of others active in the union drive. She said the workers were held in separate locked offices for four hours and interrogated by Honeywell officials about their union activities. "We will close this place before we will permit unions," she quoted one boss as

saying.

Other speakers at the rally included Bill Urman, International Vice President and secretary-treasurer of Local 792 in the Twin Cities. Local 792 co-sponsored the rally with the United Electrical Workers and the Minnesota Fair Trade Coalition. The IBT sponsored Medrano's national tour. Larry Weiss, a leader of the coalition, chaired the rally, standing in a pickup truck with a loudspeaker system outside the Honeywell headquarters.

Gillian Furst, a member of Local 1145 at Honeywell, also addressed the rally. Noting that Honeywell is claiming that it did not fire the Mexican workers for unionizing, Furst said, "We know differently. We know how this company treats union members. We watched this company lay off thousands of workers in Minneapolis in the last few years, then force the remaining workers to work massive amounts of mandatory overtime. We have watched this company put up safety signs around the plant while speeding up the assembly line, with the

result that hundreds of workers get carpal tunnel syndrome and permanently damage their wrists.

Union Solidarity

"Honeywell workers in Minneapolis need Honeywell workers in Mexico to have a union. Until Mexican workers are able to raise wages and conditions, Honeywell will move more and more of its work to Mexico and lay off more and more Minneapolis workers. Until Mexican workers are able to get a living wage, Honeywell will be able to continue to force wages down here."

The 20 Honeywell workers were fired in late November, a few days after NAFTA was passed by Congress. Also

fired were 11 workers at a Juarez, Mexico, General Electric plant, and the campaign for their reinstatement has been pressed by the United Electrical Workers, some of whom attended the Minneapolis rally.

After the rally about 100 people gathered at the Teamster Joint Council building for more speeches and a light meal hosted by Local 792. The next day eight Minneapolis Honeywell workers met with Medrano to learn more about her situation, share experiences and map out further solidarity actions.

Loren Soice, a Teamster at Honeywell for 44 years, said, "I feel it is an outrageous thing to do, to fire them for organizing."

Atlanta Local 528

Members Pack Hall for Bylaws Reform

Some 100 members jammed the Atlanta Local 528 general membership meeting Feb. 19 looking to support bylaws reform. They got a surprise bonus: President Jerry Cook stood before them and put his foot solidly in his mouth.

Not long after the meeting opened, Cook launched an attack on Ron Carey and the IBT's proposed dues increase. "I don't know where the money's going," said Cook.

Kroger steward Ken Hilbish took the floor and reminded Cook of how his old-guard cronies transferred \$34 million out of the strike fund into the general fund in 1988 to cover deficit spending. He reminded him of how two of the four U.S. area conference chairmen signed the Consent Decree settling the RICO case that's cost our union over \$42 million "to save their own butts."

"That's \$76 million right there, Jerry," Hilbish said. "You mean you've forgotten all that?" Other members stood up at the meeting in support of the IBT and reform in Local 528. It must have soured Jerry's stomach because he finally sat down and turned the chair over to Secretary-Treasurer Rufus Cantrell.

When asked by carhauler Darrell Emily when the IBT Model Bylaws that the membership had submitted would be read and voted on, Cook said the executive board needed more time to study the matter.

After the meeting Cook eased into his new union-funded Lincoln Continental and tore out of the parking lot. The dozens of Local 528 activists he left behind in the lot continued to talk excitedly, swap names and phone numbers, and organize for the future of their local union.

Members Enforce Davis-Bacon Rights

In Local 301, Waukegan, Ill., TDU members are organizing to protect the prevailing wage standards mandated by the Illinois Prevailing Wage Act for work on publicly funded jobs. Essentially, the Davis-Bacon Act enforces the prevailing wage standards for all work done for publicly funded jobs larger than \$2,000. That includes municipal, state or federally funded jobs. Provisions of the Davis-Bacon Act are covered by the U.S. Department of Labor (DOL) Wage and Hour Division. Local and state prevailing wage rates can be obtained through the DOL. Complaint forms can also be obtained from and filed with the DOL Wage and Hour Division.

Prevailing Wage Violations

Violations can occur in many different ways. When drivers are paid on a percentage basis, the rates can undermine the prevailing wage standards established on an hourly basis. The prevailing wage set by the DOL for truck drivers in McHenry County, Ill., in the jurisdiction of Local 301 is between \$19.65 and \$20.20. For owner-operators, the prevailing rate for the use of the tractor is \$62/hr.

Under the Pit, Quarry and Materials Haulers agreement covering Local 301 construction members, the companies have the option to pay hourly rates or pay on a percentage basis. "Employees paid on a percentage basis will receive 29% of the gross revenue plus 3% to be used towards vacations and holidays." If the pit from where you are getting loaded is close to the job site, the percentage system can be advantageous. But in the long run, and especially for longer hauls, percentage payment creates a system that is bad for drivers

and bad for the union. Percentage payment is similar to piece work in that it pushes faster productivity and pressures drivers to operate at unsafe speeds. Documenting these violations is critical to building a case, and the best way to document violations is to get other rank and file members involved.

Members Organize To Protect Standards

"We have sent out information packets to Chicago area members. The packet includes the basics of how the prevailing wage act works and how to go about filing a complaint against employers who are cheating," said Ron Rhodes, a freight member of Local 301 and one of the key organizers in this campaign. Rhodes stressed that "before filing a complaint you need to prepare by gathering information, contacting the other trades involved and, most importantly, educating and involving other rank and file members to get them on the pro-union program."

"We cooperated and worked with unionists in other trades," said Rhodes. "The Carpenters, Operating Engineers and rank and file Teamsters, working together, were able to get contractors removed from two school additions because they were not paying prevailing rates. There may be fines against these contractors to discourage future violations. They are taking new bids for both jobs now with explicit requirements for prevailing wage rates. We have had a real victory, and with more organizing and building TDU, there will be many more."

If you want to see Teamster strength grow in the construction industry, start now by joining TDU.

Bylaws Reform News

Members introduced key bylaws reforms in several local unions in January. Most of them are taken from the International union's new model bylaws, which contain provisions to make locals more democratic.

In some locals the new leadership has introduced the model bylaws or substantial parts of them. In Los Angeles Local 63, key elements of the model bylaws have been introduced, including election of stewards, a stewards council, and impartially supervised mail-referendum voting. Members will vote soon on the package.

In New York Local 810, which is in IBT trusteeship, the trustee has introduced key aspects of the model bylaws, and these will be voted on by the membership.

In Reading, Pa., Local 429, the newly elected leaders have introduced a number of democratic bylaws reforms,

including annual elections of stewards, the creation of stewards councils and greater financial accountability of the leadership to the membership. These same reforms were introduced one year ago by rank and file members, and passed by a majority (218 to 169), but not the needed two-thirds. Meanwhile, those rank and file activists swept the local election last fall and are continuing the fight for bylaw reform from the vantage point of being the local leadership.

In St. Louis Local 604, which is predominantly carhaulers, members have put forward an amendment to establish democratic control over bargaining over working conditions. The bylaw change provides for an elected committee which is responsible for bargaining work rule changes, and then for rank and file ratification of any proposed work rules.

LETTERS FROM OUR MEMBERS

We Must Fund Our Union's Future

The following letter was sent to President Carey regarding debate over the dues referendum.

I am writing to respond to a letter recently sent to the IBT membership from the four IBT conference chairs and your subsequent answer to them the following day.

First, let me say that in my nine years as a Teamster I cannot recall the bitterness and power struggles that prevail within the union today, both at the national and local levels. It is my opinion that if all Teamsters are not willing to work together for all the members, it may well be the downfall of our great union, and that the employers who are party to union agreements would like nothing better.

Unfortunately, I cannot recall any instances where Mr. William T. Hogan Jr., Central Conference chair, or his predecessor, has fairly and justly represented me as a member.

Since the IBT Convention in 1991, when the strike benefit was justifiably increased, it should have been apparent to everyone (including the conference chairs) that the fund would probably become depleted without an infusion of new money to keep it viable.

The fact that the conference chairs have not (for over two years) done anything to rectify this situation does not speak highly of them, and their opposition now makes one wonder, as you wrote, "Apparently, you (the conference chairs) and your allies in top corporate management don't want members to have stable, secure funding for their \$200 per week strike benefits."

As far as I'm concerned, the responsibility for the financial problems of the International union should rest squarely on the shoulders of former leaders, some of whom now see fit to ridicule you and your

administration. I find it outrageous and irresponsible that they continue to play politics with the members' future and the very existence of our great union.

Let there be no doubt in anyone's mind that I, for one, stand ready, willing and able to assist you, the General Executive Board, the NFINC and TDU in whatever way I can toward union justice, financial stability, fairness in the workplace and a strong, workable National Master Freight Agreement.

Dennis Anderson
Local 413, CF
Columbus, Ohio

Viking Driver Speaks Out

One short year ago Viking team drivers had it made. We got all the miles we wanted—and then some; we enjoyed a friendly, mutually beneficial relationship with our supervisors. Truly the Team Ops division was a family! But, as we learned not long ago, what a company gives, it can take away.

Suddenly, as many as fifteen teams at a time were left stewing in a motel while "Cut-Rate Joes" (Rapid Freight, Swift, etc.) departed with Viking freight. Every week, it seemed, something else was taken from us. Little things, mostly, too trivial and too numerous to list here, but infuriating all the same.

So why didn't we complain, you may wonder. In February of '93 about 25 of us gathered at a hotel where we had been sitting for over a week, without pay. We put our heads together, composed a three-page memo explaining our "beefs" and sent it through the chain of command. The result: we gained one cent a mile but lost our established drop pay and, effectively speaking, an hourly wage for local work.

Don't think you line drivers are im-

mune. You may be satisfied with your present compensation package, you may think your boss is the cat's meow, but if management so much as snaps its fingers, you may find yourself working for eighteen cents a mile, take it or leave it. As far as Viking's dockworkers, well, they can't go much lower without getting in trouble with the minimum wage law, can they?

Do yourself and your family a favor: before you decide how you are going to cast your vote in the coming representation election, call Local 63 and ask for a copy of the National Contract, then read it, cover to cover. Or better yet, talk to a few Roadway drivers, a dozen Yellow Freight drivers. They drive over the same roads, they eat the same greasy truck-stop meals—they just get paid a hel-luva lot better.

When the Teamsters union comes in—and it will, make no mistake about it—you will share the benefits gained through collective bargaining. So do the right thing. Stand shoulder to shoulder with your brothers and be counted.

Gary Addis
Viking Freight
Los Angeles

Day of Infamy in Northern California

Years hence I shall still note Feb. 7, 1994 as a day of infamy for the Northern California labor movement. On that date, IBT General President Ron Carey called for a national Unfair Labor Practices strike against UPS. However, the top leadership of the Western Conference and Joint Council 7 demanded we scab on our brothers and sisters.

UPS wanted to run freight up to 150 pounds. All the union asked for was that they buy some freight equipment and negotiate new job classifications. This very reasonable request was turned down by the employer who sought to unilaterally impose grossly unsafe working conditions.

Carey understood that we could not manhandle this overweight freight safely, and boldly called a national strike to thwart the employers' actions. Unfortunately, labor misleaders in California decided to play "hardball" internal politics, hide behind their lawyers, and betray the workers' cause in the midst of a national strike.

For the first time in my life, I am ashamed to be called a Northern California Teamster.

Roger Wilkins
UPS, Local 315
San Francisco

Democratize Endorsements

TDU needs to focus more on democratizing the way the Teamsters (especially the old guard) do their political endorsements and overall political strategy. While TDU is non-

partisan and should remain so, I believe that more pro-worker politics would naturally result from such a democratization.

In our joint council's D.R.I.V.E. PAC, endorsements of anti-worker politicians are often awarded on the basis of personal connections and favor exchanges. If every union member who contributed to D.R.I.V.E. voted on these endorsements, as well as the criteria for them, anti-worker politicians would probably never get endorsed.

Erik Jensen
Local 320, University of Minnesota
Minneapolis

Strike Benefits

No one has asked me, but I know where the IBT can get the money for the strike fund—get rid of all the people in the area conferences and joint councils who are not elected to office. Then put elected local officers, who are already being paid by their locals, in these positions. This would get rid of all the jackasses and save us some money.

Wally Wallis
Local 413, Yellow Freight
Columbus, Ohio

TDU Meets

ARIZONA

Saturday, March 19—3 p.m.
9043 N. 36 Dr., Phoenix

ATLANTA

Saturday, March 12—7:30 p.m.
Forest Park Recreation Dept.
803 Forest Pkwy., Forest Park, Ga.

CHICAGO

Two Meetings:
Monday, March 7—1 p.m.
Tuesday, March 8—1 p.m.
Holiday Inn, 5000 W. 127th

EAST BAY CHAPTER

Saturday, March 12—10 a.m.
For info call: (510) 653-3865

HOUSTON

Two Meetings:
Saturday, March 19—1 p.m.
Sunday, March 20—2 p.m.
Days Inn
10155 E. Freeway (I-10 at I-610)

MCHENRY, ILL.

Sunday, March 13—10:30 a.m.
McHenry American Legion Hall
1331 Riverside Dr.

SOUTHERN CALIFORNIA

Sunday, April 3—10 a.m.
VFW Hall
101 S. Main St., Pomona, Calif.
For info call: (310) 427-7328 or
(310) 426-3634

TACOMA, WA.

Saturday, March 12—9 a.m.
Portland Ave. Community Center
3513 Portland Ave.

TWIN CITIES

Sunday, March 27—2 p.m.
Broadway Pizza, N. Minneapolis



The photo above was included with the membership renewal for member Jim Smith of Local 396 in Los Angeles, along with the note below. We promptly sent Jim some bumper stickers at his new address.

"Please send me a new 3" TDU bumper sticker to replace the one which is on my car that is now under my apartment, so that I may proudly display it when and if I get a new car."

The Future of Our Union

Their Game Plan ...



JOIN TDU

If you share our vision for the future of our union,
do your part and join today.

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

☐ Other _____ Optional: Spouse's name _____

☐ \$35 one-year's membership & subscription to *Convoy Dispatch*.

☐ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$20 for spouses, retirees and Teamsters who gross less than \$17,000 a year.

☐ Check or money order

☐ Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential.

TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.

And Ours

GOALS: STRENGTHEN OUR UNION!
EDUCATE & INVOLVE MEMBERS!
WIN GRIEVANCE REFORM!
END DBL-BREASTING!

